



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See **VOTING UNIT** in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the **VOTING UNIT** on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 3:00 p.m. on Monday, August 24, 2020, ballots will be mailed to voters from the National Labor Relations Board, Region 27, Byron Rogers Federal Office Building, 1961 Stout Street, Suite 13-103, Denver, CO 80294. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Monday, August 31, 2020, should communicate immediately with the National Labor Relations Board by either calling the Region 27 Office at (303)844-3551 or our national toll-free line at 1-844- 762-NLRB (1-844-762-6572).

All ballots will be commingled and counted at the Region 27 Office on Monday, September 21, 2020 at 3:00 p.m. In order to be valid and counted, the returned ballots must be received in the Region 27 Office prior to the counting of the ballots.



**United States of America
National Labor Relations Board
NOTICE OF ELECTION**



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE:

All full-time and regular part-time employees of the Employer at its facility located in Boulder, Colorado who were employed during the payroll period ending August 1, 2020.

EMPLOYEES NOT ELIGIBLE TO VOTE:

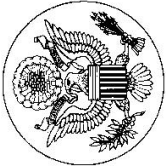
All clerical employees, confidential employees, temporary employees, professional employees, managers, guards and supervisors as defined in the Act.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL



UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA

संयुक्त राज्य अमेरिका

National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo

राष्ट्रिय श्रम सम्बन्ध समिति

27-RC-262531



OFFICIAL SECRET BALLOT

PAPELETA SECRETA OFICIAL

For certain employees of
Para Ciertos Empleados De
औपचारिक गोप्य मतदान

MORNINGSTAR SENIOR MANAGEMENT LLC

निम्न रोजगारदाताका निश्चित कर्मचारीहरूको लागि

Do you wish to be represented for purposes of collective bargaining by

¿Desea usted estar representado para los fines de negociar colectivamente por
तपाईं निम्न संस्थाले सामूहिक मोलतौलको प्रयोजनका लागि आफ्नो प्रतिनिधित्व गरोस् भन्ने
चाहनुहुन्छ ?

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 105?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN

आपनो इच्छा प्रकट गर्न तलको बाकसमा चिन्ह लगाउनुहोस् ।

YES
SI
अहं

NO
NO
अहं

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD

REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or
anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you
submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X" EN EL CUADRADO DE SU
ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, puede solicitar una nueva papeleta
consultando las instrucciones adjuntas. Si envía una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su
papeleta no será contada.

Vea las Instrucciones incluidas.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any
sample ballot have not been put there by the National Labor Relations Board.

La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se
pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.

आपनो नाम नलेख्नुहोस् वा आफ्नो परिचय खुल्ने केही पनि समावेश नगर्नुहोस् । तपाईंले मतपत्रमा चिन्ह लगाउनुभएको छ भने समयमा समावेश निर्देशनहरूको पालना
गरी तपाईं अर्को मत पत्र मागाउन सक्नुहुन्छ । तपाईंले तोकिएको ठाउँमा बाहेक चिन्ह लगाएर मतपत्र पेस गर्नुभयो भने तपाईंको मतपत्र रद्द हुने छ ।
राष्ट्रिय श्रम सम्बन्ध परिषदले यो चुनावमा कसैको पक्ष लिँदैन । तपाईंले नमुना मत पत्रमा देख्ने छाप राष्ट्रिय श्रम सम्बन्ध परिषदले लगाएको होइन ।



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (303)844-3551 or visit the NLRB website www.nlr.gov for assistance.